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OCA 89-3098
31 August 1989

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MEMORANDUM FOR THE RECORD

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SUBJECT: House Post Office and Civil Service Staff
Headquarters Visit

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1. Today members of the House Post Office and Civil Service Committee staff visited Headquarters. Present were Joseph Fisher, Minority Staff Director, Dan Blair, General Counsel, Subcommittee on Compensation and Employee Benefits, Dan Moll, Subcommittee on Postal Operations and Services, and Steven Williams, Subcommittee on Civil Service. []

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2. Their visit began with an overview of the Agency organization and mission given by [] OPA. [] briefed them on the Operations Center and took them on a brief tour. Next, [] took them on a tour of the Computer Center in the new building. [] OP met with them to outline our personnel services benefits. He explained our insurance, retirement, terminally ill, and death programs. He talked about our efforts to improve minority hiring. He also mentioned the statement of personal benefits which is given to each employee every year. Later the staff was given a copy of the statement and they were most impressed, not having seen anything like it before. The staffers were also interested in the high rate of participation in the FERS Thrift program (65%). Dan Blair mentioned that a member of the staff has mentioned possible legislation by Representative Morella (R., MD) for an Agency staff employee who has also served in a proprietary and stood to lose some government benefits because of the changes. We suggested that we would be happy to meet with the staff member to provide any information that might be helpful.

3. The staffers also had a discussion with Rae Huffstutler, Deputy Director for Administration and his Deputy, Roy Elmendorf. The DDA presented the Agency's personnel program needs in a broad context of the changing workforce. He noted that our mission requires us to recruit and retain certain kinds of people. He feels that the personnel system must have greater flexibility to enable Agency managers to meet these demands. As an example, he outlined a pay issue for a certain category of highly technical Agency professionals.

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He added that managers elsewhere in the federal government must have the same problems in a generic sense. Joseph Fisher asked whether there was some legislation that we would like to see enacted and was told that we had hoped to be able to reduce the overseas time requirement for CIARDS from five to three years as an equity situation with other comparable government employees. [redacted]

4. At a working lunch, [redacted] Director of Personnel, pointed out that at any given time about [redacted] of our people are under cover. We must contend with the special problems that this creates for us that are different from those of most government agencies. [redacted]

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5. The final stop was a tour of the Day Care Center which had just held its Orientation Day in preparation for its opening on 5 September. [redacted] explained how the Center will operate. [redacted]

[redacted]
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